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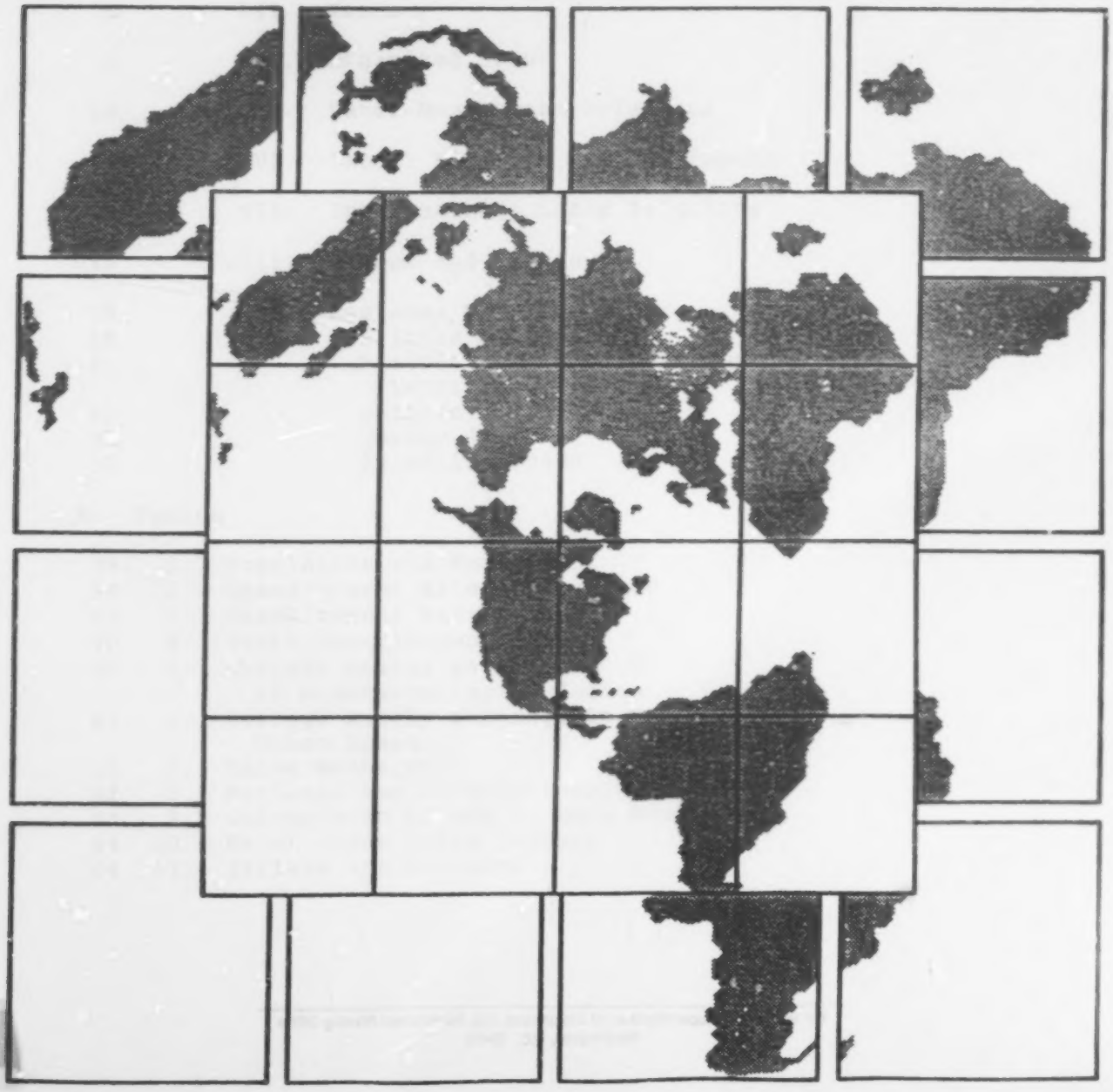

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FOREIGN LABOR TRENDS REPORT

CANADA

1988 - 1989

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KEY LABOR INDICATORS

INDICATOR	1988	1987	% CHANGE
GDP (CURRENT PRICES C$ BILLION)	598.6	549.7	8.9
GDP (CONSTANT 1981 PRICES C$ BILLION)	443.4	422.6	4.5
POPULATION (MILLIONS)	25.8	25.5	1.2
BIRTH RATE (PER 1,000 POPULATION)	N/A	14.6	N/A
IN-MIGRATION (000's)	160	149	7.4
OUT-MIGRATION (000's)1/	41.4	41.1	0.9
LIFE EXPECTANCY AT BIRTH			
MALES	73	73	0
FEMALES	80	80	0
LABOR FORCE (MILLIONS)	13.3	13.0	2.0
MALES	7.4	7.3	1.2
FEMALES	5.9	5.7	3.1
EMPLOYMENT (MILLIONS)	12.2	11.9	3.2
MANUFACTURING	2.1	2.0	4.3
AGRICULTURE	0.4	0.5	- 3.9
COMMUNITY/BUSINESS/PERSONAL SERVICE	4.1	3.9	3.7
UNEMPLOYMENT RATE	7.8	8.8	-11.4
INVOLUNTARY PART-TIME (000's) 2/	446	479	- 7.4
OUTPUT PER PERSON, MFR. (1981=100)	120.8	117.1	3.2
WORK-RELATED ACCIDENTS (000's) 3/	N/A	602.5	N/A
% WORK TIME LOST INDUSTRIAL DISPUTES 4/	0.22	0.16	N/A
MINIMUM WAGE RATES - FEDERAL (C$) 5/	4.00	4.00	0
AVG HOURLY EARNINGS BY MAJOR INDUSTRY			
MINING	17.76	16.42	8.2
MANUFACTURING	13.09	12.52	4.6
CONSTRUCTION	15.56	14.99	3.8
AVG WEEKLY EARNINGS MAJOR OCCUPATION 6/			
CLERK-TYPIST - GRADE 3	N/A	467	N/A
CLERK-TYPIST - GRADE 4	N/A	495	N/A
MECHANIC (TRADES) - GRADE 3	N/A	467	N/A
MECHANIC (TRADES) - GRADE 4	N/A	495	N/A
COMMERCIAL SPECIALIST - GRADE 10	N/A	922	N/A
COMMERCIAL SPECIALIST - GRADE 11	N/A	1022	N/A
VALUE OF SUPPLEMENTARY BENEFITS AS % OF MANUFACTURING EARNINGS 7/	N/A	12.5	N/A
AVERAGE HOURS WORKED PER WEEK			
SALARIED EMPLOYEES	36.7	36.6	0.3
EMPLOYEES PAID BY THE HOUR	31.5	31.7	- 0.6
UNIONIZATION AS % CIVILIAN LABOR FORCE	29.6	29.8	- 0.7
PERSONAL INCOME, CURR. PRICES (C$ BILL.)	497.6	462.5	7.4

KEY LABOR INDICATORS (continued)

INDICATOR	1988	1987	% CHANGE
DISPOSABLE INCOME,---	385.6	363.5	6.0
% POPULATION BELOW POVERTY LEVEL 8/	N/A	14.1	N/A
ALL-ITEMS C. P. I. (1981=100)	143.9	138.2	4.1

1/ These figures are for June 1, 1986-May 31, 1987 and June 1, 1987-May 31, 1988.
2/ Workers who are working part-time because they were unable to find a full-time job.
3/ 1988 data not available; comparable figure for 1986 - 586.7. (Defined by Statistics Canada as illness or injury where employee is compensated for loss of wages following an accident or where worker is compensated for permanent disability with or without any time lost from his/her employment.)
4/ 1988 data is for Jan.-Oct., latest available from Labour Canada.
5/ See Section III for provincial minimum wage rates.
6/ Data is from Embassy Ottawa's Local Compensation Plan.
7/ 1988 data not available; comparable figure for 1986 - 12.3%
8/ 1988 data not available; comparable figure for 1986 - 14.5%.

I. SUMMARY

Canada's employment picture improved again in 1988. Employment increased by 3.2 percent and the national unemployment rate averaged 7.8 percent, a drop of one percentage point from 1987 and the lowest rate since 1981. Areas of unemployment persisted, particularly in the Maritime Provinces. Employees in large bargaining units received wage increases slightly above the inflation rate and, for the first time since 1983, private sector wage settlements were higher than those in the public sector. Time lost to work stoppages increased from 1987, but the greatest losses came in a few major strikes.

The Canadian Labour Congress (CLC) reelected its officers at its May 1988 convention. The CLC and its political party ally, the New Democratic Party (NDP), continued their strong opposition to the Progressive Conservative Government and its economic agenda of deregulation, privatization, contracting out, and enactment of the Free Trade Agreement (FTA) with the United States. The Progressive Conservatives won reelection on November 21, 1988, and while still fighting the government's economic program and implementation of the FTA, the CLC has decided to participate in government-sponsored and other economic fora and reestablish direct contact with the government.

Union membership increased in absolute terms, but decreased relatively to 36.6 percent of the nonagricultural work force. Only one of Canada's top 10 unions, the Public Service Alliance of Canada (PSAC), experienced a decrease in its membership. Two more international unions changed their status to that of national unions. Following a Canadian Labour Relations Board Order to consolidate the 26 unions of Canada Post, a bitter election battle between the Canadian Union of Postal Workers and the Letter Carriers Union of Canada resulted in the victory of the former. Expansion of the Canadian Auto Workers (CAW) into the fishing industry has resulted in further charges of poaching, despite efforts to deal with jurisdictional issues at the May 1988 CLC convention.

II. MANPOWER AND EMPLOYMENT

The Canadian labor force increased by 264,000 (2.0 percent) to 13,275,000 in 1988. Female workers accounted for 5,853,000 or 44.1 percent of the labor force, compared to 5,679,000 or 43.6 percent for 1987. The participation rate increased by 0.5 and the employment/population ratio advanced 1.2 percentage points, both setting new records for annual averages of 66.7 and 61.6 percent, respectively.

Geographical distribution of the labor force in 1988 was as follows:

Atlantic Canada	1,019,000 (7.6%)
Newfoundland	231,000 (1.7%)
Prince Edward Island	62,000 (0.5%)
Nova Scotia	408,000 (3.1%)
New Brunswick	318,000 (2.4%)
Central Canada	8,429,000 (63.5%)
Ontario	5,118,000 (38.6%)
Quebec	3,311,000 (24.9%)
Western Canada	3,826,000 (28.8%)
Manitoba	535,000 (4.0%)
Saskatchewan	488,000 (3.7%)
Alberta	1,289,000 (9.7%)
British Columbia	1,514,000 (11.4%)

Employment showed strong overall growth in 1988, increasing 383,000 (3.2 percent) to 12,144,000. Most of the employment increase was in full-time jobs in the 25-and-over age group. Full-time employment rose by 306,000 (3.0 percent) to 10,362,000 and part-time employment increased by 77,000 (4.3 percent) to 1,882,000. As has been the case over the past decade, employment growth in 1988 was higher among women than men (4.2 percent vs 2.5 percent).

For 1988, the national unemployment rate averaged 7.8 percent, a drop of one percentage point from the rate a year ago. This is the lowest annual rate since 1981 when it stood at 7.5 percent. Provincially, the unemployment rate ranged from a high of 16.4 percent in Newfoundland to a low of 5.0 percent in Ontario. Manitoba was the only province to record a significant increase in the unemployment rate during the year. The rate changed only marginally in Prince Edward Island and Saskatchewan; in all other provinces the rate declined during the year (see Table 2). According to economic forecasters, the national unemployment rate will reach the 8.0 percent range by the end of 1989.

The number of unemployed declined by 119,000 to 1,031,000. For males, the level was down 77,000 to 546,000 and for females the level was down 42,000 to 485,000. Canada's 1,031,000 unemployed consisted of 531,000 job losers, 216,000 job leavers, 34,000 entrants, and 250,000 reentrants.

The average duration of unemployment in 1988 was 18.3 weeks, down from 20.5 weeks in 1987 and 20.3 weeks in 1986. About 40 percent of the unemployed were out of work for more than 14 weeks; the comparable figure for the previous year was 43 percent. The number of discouraged workers (persons not in the labor force because they believe no work is available) dropped 10,000 in 1988 to 37,000. This is the lowest level since 1976 and less than half the number recorded in the 1982-84 period.

III. WAGES

The federal minimum wage remained at C$4.00 in 1988. This rate applies to all employees under federal jurisdiction, which includes industries such as banking, shipping, air transport, broadcasting, railways, grain elevators, and pipelines.

Following are the hourly minimum wage rates for the provinces (if changed, 1987 figure is in parenthesis). Five provinces (Prince Edward Island, Nova Scotia, Ontario, Alberta, and British Columbia) have lower minimum wage rates for young workers and students. In all other jurisdictions, the rate for young workers and students is the same as the rate for experienced adults.

Newfoundland	C$4.25	(4.00)
Prince Edward Island	4.50	(4.00)
Nova Scotia	4.50	(4.00)
New Brunswick*	4.25	(4.00)
Quebec	4.75	(4.55)
Ontario	4.75	(4.55)
Manitoba	4.70	
Saskatchewan	4.50	
Alberta	4.50	(3.80)
British Columbia	4.50	(4.00)
Yukon Territory	5.39	(4.75)
Northwest Territories	5.00	

* will rise to C$4.50 on Oct. 1, 1989.

Employees in large bargaining groups (500 or more employees) received wage increases in 1988 averaging 4.3 percent, up slightly from 4.1 percent the previous year and also slightly higher than the 1988 inflation rate of 4.1 percent. For the first time since 1983, wage settlements in the private sector (4.9 percent) were higher than those in the public sector (3.9 percent). By contrast, in 1987 the average for the public sector was 4.2 percent compared to 3.8 percent for the private sector. By industry group, wage increases in

construction were highest at 5.6 percent, up from 4.8 percent in 1987. The transportation/communication/other utilities sector recorded the lowest increases, 3.6 percent; however, this was up from the 1987 average of 3.1 percent. Again this year, there was considerable variation between wage settlements in the different geographical regions of Canada. For the fourth consecutive year, settlements in Ontario outpaced those in other regions. Increases in that province averaged 5.2 percent (4.7 percent in 1987). British Columbia was next at 5.1 percent (3.2 percent in 1987). Atlantic Canada had average increases of 4.3 percent (3.5 percent in 1987), and the Prairie Provinces recorded the lowest increases, 3.1 percent (2.5 percent in 1987). Quebec was the only region to record a lower wage increase in 1988 (4.3 percent) than in 1987 (4.4 percent).

For nonunionized workers, wage increases in 1988 averaged 4.7 percent. According to the annual compensation survey conducted by the Conference Board of Canada, wage gains in 1989 will be in line with inflation despite pressures to exceed it. The Board forecasts average wage increases for nonunionized workers of about 5 percent and for unionized workers about 4.8 percent, with the inflation rate rising to 5.1 percent.

Weekly earnings for the industrial aggregate averaged $469.93 in December 1988, up $18.47 or 4.1 percent over December 1987. Average hourly earnings as of December 1988 were: mining - $17.76 (Dec. 87, $16.42); manufacturing - $13.09 (Dec. 87, $12.52); and construction - $15.56 (Dec. 87, $14.99). Table 5 shows regional variations in average hourly earnings in manufacturing.

IV. ORGANIZED LABOR

Membership

Union membership in Canada totaled 3,841,000 as of January 1988, up 1.6 percent from the previous year. The percentage of Canada's nonagricultural paid labor force that belonged to unions in 1988 was 36.6, down from 37.6 percent in 1987. After reaching a peak of 40.0 percent in 1983, union membership as a percentage of the nonagricultural paid labor force has declined continuously. This is attributed to the fact that while the number of union members has increased over the past 5 years, the number of nonagricultural paid workers has grown faster. (See Table 7.)

The 10 largest unions retained their same ranking in 1988. The top three all represent public employees. However, one of the top three, the Public Service Alliance of Canada,

declined in membership from 179,900 in 1987 to 175,700 in 1988. This is the only top-10 union to report a drop in membership for 1988. (See Table 9.).

Union membership by national center affiliation in 1988 was as follows (1987 figures in parenthesis): Canadian Labour Congress 58.1 percent (58.5); Canadian Federation of Labour 5.4 percent (5.6); and Confederation of National Trade Unions 5.3 percent (5.8).

National Unions vs. International Unions

Membership in national unions continued to climb in 1988. The number of union members in Canada that belonged to national unions was 2.43 million (63.1 percent), up from 2.32 million (61.3 percent) in 1987 and 1.70 million (50.1 percent) in 1980. The number of national unions increased to 222 in 1988, from 217 in 1987, and 128 in 1980. The number of international unions was down to 65, from 67 in 1987, and 80 in 1980, and their membership declined to 1.27 million from 1.32 million in 1987 and 1.57 million in 1980. The changes between 1987 and 1988 are mainly due to shifts in affiliation; in particular, the Canadian component of the International Woodworkers of America became the IWA-Canada, accounting for a shift of 45,000 members to national affiliation.

The decision by Canadian unions about whether to remain part of an international union is sometimes influenced by the cost factor. An annual report prepared by Statistics Canada summarizes the payments made by Canadian sections of international unions to their respective headquarters, and the expenditures of those internationals in Canada. The figures for 1986, which were published in December 1988, indicated that the 58 international unions operating in Canada which were obliged to file reports had a total income of C$127.3 million from Canada and expenditures here of C$77.2 million, leaving a surplus of just over C$50 million. This figure was down from C$56.5 million the previous year, due to declining membership totals for international unions. This report provides annual ammunition for critics of international unions.

Canadian Labour Congress Convention

The Canadian Labour Congress (CLC) convention was held in Vancouver the week of May 9, 1988. For the first time in years, there was no challenge to the slate of officers proposed by the leadership. The slate of 4 full-time officers, 8 general vice presidents, and 14 vice presidents at large, headed by President Shirley Carr, was elected by acclamation.

The most divisive issue in the convention was that of union raiding. Representatives of the United Food and Commercial Workers (UFCW) argued that the Canadian Auto Workers' (CAW) acceptance of the affiliation of the east coast fishermen, formerly associated with the UFCW, was poaching. Following acrimonious debate, an amendment was adopted putting ultimate responsibility for refereeing jurisdictional disputes between CLC member unions with the CLC Executive Committee if preliminary proceedings fail to resolve the issue.

Opposition to the Progressive Conservative government of Brian Mulroney permeated the convention, as did continuing opposition to the U.S./Canada Free Trade Agreement. New Democratic Party (NDP) leader Ed Broadbent was received warmly.

On international affairs, the convention approved a policy document which closely parallels the policies of the NDP. Its provisions include reexamination of Canada's commitment to the North Atlantic Treaty Organization (NATO), opposition to NATO's nuclear strategies, objection to Canada's acquisition of nuclear submarines, support for the Central American Peace Plan, and mandatory sanctions against South Africa.

The convention refused to increase per capita dues, even though there had not been an increase since 1981 and there was a one million dollar deficit in 1987. This required a post-convention reduction in staff which saw the departure or early retirement of some 30 employees.

Canadian Federation of Labour Convention

The Canadian Federation of Labour (CFL), which comprises mainly the international construction unions which broke away from the CLC in 1982, held its fourth biennial convention in Ottawa April 27-29, 1988. Its membership is approximately 207,000, just under 10 percent of the size of the CLC. The CFL is generally considered a conservative, craft-oriented labor center. It is nonpolitical and does not endorse a party or candidates.

Contrary to the CLC (until recently), the CFL has provided representatives to sit on mixed government-labor-management committees, and it maintains a dialogue with the government. The government has cited its relationship with the CFL as proof that it is on speaking terms with labor. At the convention the Minister of Labour gave the Federation a $15 million contribution to the CFL's venture capital fund established to encourage worker investment in job-creating projects.

Another initiative announced at the convention was a pre-retirement counseling service for members, particularly appropriate given the decline in numbers of construction workers.

The convention took note of free trade, but refrained from either supporting or opposing the FTA.

There is little contact between the CLC and the CFL, the former not approving of the latter's contacts with the government. With the CLC now participating in fora with the government, contact between the two labor organizations may increase.

Postal Unions Merge

In the hope of fostering more cooperative labor-management relations and minimizing the frequent strikes that have disrupted postal service in Canada, the Canadian Labour Relations Board in February of 1988 ordered the consolidation of postal unions into 4 groups (down from 26). The largest group, consisting of the Canadian Union of Postal Workers (CUPW-inside workers) and the Letter Carriers Union of Canada (LCUC), would be the bargaining agent for 75 percent (46,000) of Canada Post employees. In November, the two unions, in negotiations under the auspices of the Canadian Labour Congress, failed at their attempt to merge without elections. The election campaign which followed was nasty with LCUC President Robert McGarry accusing CUPW President Jean-Claude Parrot of being a dangerous radical whose militancy would cripple Canada Post, and Parrot countering that the LCUC's leadership was overpaid and unwilling to pursue vigorously the interests of the rank and file. Parrot emerged the victor but only by a slim margin of 51 percent, or less than 1,000 votes. The outcome of the vote suggests that each union basically held the allegiance of its members.

The bitterness marking the election continues. LCUC representatives accuse the CUPW of shutting out LCUC shop stewards in areas previously organized by the LCUC, and refuse to surrender the union's property or bank accounts to the CUPW. The CUPW insists that those resources belong to the letter carriers, who are now represented by the CUPW, and demand that they be turned over. For the moment the matter remains stalemated.

Whether Canada Post will be better off under the new arrangement remains to be seen. Obviously, it will relieve the Post Office of having to conduct two major sets of negotiations, but the union merger should strengthen Parrot's

hand in bargaining and make it more difficult for Canada Post to keep the mail moving as it did during the last CUPW strike. Collective agreements between Canada Post and the letter carriers/inside workers come up for renewal in July 1989. CUPW President Parrot has issued strong criticism against Canada Post's management in recent weeks and has warned that if Canada Post continues its unreasonably hard line on employee absences and sick leave (illegal), wildcat strikes could be the result.

CAW Expansion into Fishing Industry

The 20,000-member Fishermen, Food and Allied Workers Union (FFAW), which was formed in 1987 when the Newfoundland Fishermen's Union cut its ties with the U.S.-based United Food and Commercial Workers Union (UFCW), officially joined forces with the Canadian Auto Workers (CAW) by unanimous vote at the CAW's constitutional convention in November. The Newfoundland union became a subordinate CAW body known as FFAW-CAW, not a separate union local. This gives FFAW somewhat more power than it would have as a local, and Richard Cashin remains its president. Cashin was also named to CAW's 13-member national executive board.

In another expansion into the fishing industry, the CAW announced it will pursue a merger with the Canadian Seafood and Allied Workers Union, which represents about 5,000 fish plant workers in Nova Scotia and New Brunswick. The union was given an overwhelming mandate from members to take a vote, the results of which are not known yet.

V. LABOR-MANAGEMENT RELATIONS

The year 1988 was an active one for Canada's collective bargaining system. There were 513 major agreements (units with 500 or more employees) settled during the year. These agreements covered 1.2 million employees.

Person days lost due to work stoppages totaled 4.8 million for the first 10 months of 1988, compared to 3.5 million during the corresponding period of the previous year. As a percentage of total estimated working time, the time not worked from January-October 1988, was 0.22 (up from 0.16 for the same period of 1987). (The comparable figures for all of 1987 are 4.0 million and 0.15 percent.)

Approximately two-thirds of the total time lost resulted from the 4-month strike by Bell Canada workers and strikes in the Ontario construction industry. Other major strikes which occurred during the year included Canada Post administrative

workers and technicians; Voyageur-Colonial Bus Lines' drivers, mechanics and ticket staff; CP Rail shopcraft workers; the Alberta nurses' strike; and a 45-day strike at Sydney Steel in Nova Scotia. Some of these strike actions are covered in the reports from the Consulates General (Section IX).

While wage demands continued as a key issue in collective bargaining during 1988, other important issues included job security, contracting-out, and pension indexation, especially in the light of the previous patterns set in the auto and pulp and paper industries. In an important first for the Canadian railway industry, Canadian National Railways and unions representing 16,000 nonoperating workers signed a 3-year agreement which includes indexing pensions for the railway's 51,000 retirees. Indexation will begin on January 1, 1991, and increases will be limited to a maximum rise of 3 percent annually, or 50 percent of inflation up to a maximum of 6 percent.

Top Federal Mediator Retires

After a distinguished career as Canada's top labor mediator, Bill Kelly retired December 31. Mr. Kelly served under 11 labor ministers since he was appointed in 1966 to head the conciliation and arbitration branch at Labour Canada, rising to the rank of Associate Deputy Minister. Under his leadership, the service is reported to have had a success rate of more than 90 percent. Over the years, Kelly's intervention has brought to an end, or avoided, strikes in every major unionized industry under federal jurisdiction. His last coup before retirement was settlement of a strike by 19,500 Bell Canada workers that had disrupted telephone service in Ontario, Quebec, and the Northwest Territories for 17 weeks. Kelly's outstanding public service was rewarded in 1984 when he was named to the Order of Canada.

VI. LABOR, POLITICS AND GOVERNMENT

Labor/Government Relations Focus on FTA

Organized labor and the government remained at odds on most major issues during the reporting period. There was virtually no dialogue between government and labor, and what contacts existed were marked by hostility and mutual recriminations. The CLC's opposition to the government on economic and social policy became more pronounced during the year and reached a peak during the campaign preceding the November 21, 1988, federal election. As that campaign evolved, the Free Trade Agreement (FTA) with the United States became the principal issue and the CLC and most of its affiliates

strongly opposed the agreement (as did the AFL-CIO). The CLC (and its political party ally, the New Democratic Party) argued that the deal meant the loss of jobs and threatened Canada's social programs, such as unemployment compensation and medicare, which are more generous than their U.S. counterparts.

The Progressive Conservative government won a second consecutive majority government and the FTA was ratified. The CLC has continued its opposition to the Agreement, and has declared that it will hold the government to its promises to protect workers whose jobs are lost because of Free Trade and to maintain social and regional development programs. On March 8, 1989, the CLC Executive Council ratified its "determination to continue our fight to repeal the FTA, to stem the corporate attack, to mitigate workers' losses, to fight for full employment, and its 'vision for Canada'". The program to oppose the FTA adopted by the council included "interunion solidarity" and calls for cooperation with the AFL-CIO. Also, the council decided to participate in the International Trade Advisory Committee (ITAC) and the Sectorial Advisory Groups on International Trade (SAGIT), two fora on trade which the CLC had previously boycotted.

Dialogue Resumed

On March 17, 1989, CLC President Shirley Carr called on the Prime Minister for the first time in over a year. The meeting's results were described by both sides as positive. What will follow remains to be seen, but at the minimum, contact has been reestablished.

New Democratic Party (NDP)

The CLC continues its close association with the New Democratic Party (NDP), a Socialist International-affiliated Social-Democratic party. This association is formal, with some unions being directly affiliated with the party and high-level trade unionists such as CLC Vice President Nancy Riche and CAW President Bob White serving concurrently as Vice Presidents of the NDP. Like the CLC, in the 1988 campaign the NDP strongly opposed the Free Trade Agreement.

In the November 21 election the NDP won 43 parliamentary seats and 20 percent of the votes, less than had been anticipated by many in the party. Following the election CAW President Bob White wrote a blistering critique of the NDP campaign strategy which was leaked to the press. The election defeat and the White criticism have caused some union and nonunion members of the party to suggest that the CLC and the NDP reexamine their formal association.

Mervyn Lavigne's Challenge - A Key Legal Victory for Labor

Mervyn Lavigne, a teacher at an Ontario community college, had gone to court to object that his compulsory union dues were being used by the Ontario Public Service Employees Union (OPSEU) for activities other than collective bargaining. The use of his dues for matters other than collective bargaining, such as political activities, alleged Lavigne, was contrary to his rights to freedom of association as guaranteed by the Charter of Rights and Freedoms. Lavigne's argument had been sustained by the Supreme Court of Ontario in 1986 and 1987.

Hearing the case on appeal, in January 1988 the Ontario Court of Appeal ruled first that OPSEU is a private body not under jurisdiction of the Charter of Rights and Freedoms (the Charter covers only government). Secondly, the court held that, even if the Charter did apply, Lavigne was not being deprived of his rights of association or nonassociation when OPSEU used his dues money for matters which have traditionally been seen as legitimate activities of trade unions (including political activities). Finally, the court ruled that Lavigne's sponsor, the National Citizens Coalition (a conservative lobby group), must pay the legal fees incurred by the winning side (OPSEU, National Union of Provincial Government Employees - NUPGE, the CLC, and the OFL). Those costs were estimated at C$600,000.

The CLC expects that the National Citizens Coalition will appeal this case to the Supreme Court of Canada but is delighted with the victory at this level. If the ruling had been otherwise, unions would find many of their noncollective bargaining activities hamstrung by lack of funds, particularly their support for NDP candidates.

Proposed Changes to Unemployment Insurance Program

Employment and Immigration Minister Barbara McDougall proposed on April 11, 1989, major changes to Canada's unemployment insurance (UI) program which would see C$1.3 billion in current UI benefit payments redirected to training programs and to changes to bring the UI program into conformity with the Charter of Rights and Freedoms.

Emphasis Put on Training -- Under the proposed changes, approximately C$800 million in UI funds would be reallocated to new job-training and skill development programs to help bring more UI claimants into the labor market, to adjustment services to help laid-off workers find new employment, and to relocation assistance payments for workers interested in moving to areas of lower unemployment.

UI Program Brought into Conformity with Charter of Rights -- In addition to raising training expenditures, C$500 million would be used to correct existing practices which were found to be discriminatory under the Charter of Rights and Freedoms. These changes include improvements to maternity and parental leave and sickness benefits, and UI coverage for workers who continue to work after age 65, provided they continue to pay premiums.

Access to UI Benefits and Duration of Claims -- Under the proposed amendments, claimants would need from 10 to 20 weeks of work to qualify for benefits - up from the current 10 to 14 weeks - depending on the regional unemployment rate. Currently, duration of benefits is based on a complicated three-phase benefit structure which takes into account the number of weeks worked and the regional unemployment rate. Although duration of benefits would continue to be based on weeks worked and the regional unemployment rate, the current three-phase structure would be streamlined into a single phase. Except in those areas with the highest unemployment rates, the maximum benefit period would be reduced.

Also, penalties would be increased for workers who quit their job without just cause, refuse a suitable job, or are fired for misconduct. The current average waiting period for benefits is about 2 1/2 weeks. This would increase to 7 to 12 weeks, and these claimants would receive a lower benefit rate than other claimants: 50 percent of insured earnings instead of 60 percent.

Funding Changes -- In announcing the proposed changes to the UI program, Minister McDougall did not address changes in UI funding. At present, payroll contributions account for about C$8 billion, or 75 percent of the total annual benefit payments of C$11 billion, while the federal government contributes nearly C$3 billion out of general tax revenues. The latter amount is used mainly for training, special benefits for the fishing industry, and extended payments for claimants in areas of high unemployment. However, in his April 27, 1989, budget, Finance Minister Michael Wilson announced that beginning January 1, 1990, UI payments will be fully financed by employer and employee premiums. The premium payments for employees will be set at C$2.25 (up from C$1.95) per C$100 of insurable earnings for 1990, 1991, and 1992. The current ceiling on insurable earnings is $605 a week. Employers will continue to pay 1.4 times the employee rate.

Proposed UI Changes Receive Mixed Reviews -- Business groups such as the Canadian Manufacturers Association and the Chamber of Commerce praised McDougall's announcement as a

"courageous step" toward a more rational and focused UI program. Organized labor's reaction understandably was the reverse, calling the proposals "punitive." Labor, which insists that the Prime Minister promised training for those affected by the Free Trade Agreement, sees the financing of training by reducing funds available for UI as violating the Prime Minister's assurances. Criticism from Canada's political opposition parties was also quick in coming. Liberal critic Warren Allmand assailed the reforms as a "savage" attack on the unemployed. NDP Leader Ed Broadbent labeled the new program as "terribly unjust."

Implementing Legislation -- Legislation to amend the Unemployment Insurance Act is expected to be presented to Parliament by late June, with a target date for implementation of January 1990.

Program for Older Worker Adjustment (POWA)

The long-promised Program for Older Worker Adjustment (POWA) was unveiled by the federal government in October. The program is aimed at workers who are 55-65, have been in the labor force for at least 15 of the last 20 years, lose their jobs as a result of major permanent layoffs, and have no realistic prospect of future employment. However, not all such workers will be eligible for benefits, only those involved in "designated layoffs". Both the provincial and federal governments have to agree for a designation to be made. Such things as the size of the layoff, the size of the city, and the employment prospects in its other industries are to be taken into account in deciding whether a particular layoff should be designated. Reportedly, the federal government will spend C$125 million on its 70 percent share of the costs of POWA over the next 2 1/2 years. Provinces can set POWA benefits anywhere between welfare and unemployment insurance levels.

POWA is the successor to the Labor Adjustment Benefits (LAB) program for older workers which was discontinued by the Conservative Government in 1986. The new program has been criticized for the fact that the governments will be able to virtually handpick beneficiaries, which critics claim will all but invite political intervention.

Labor Law Changes

Legislation establishing the Workplace Hazardous Materials Information System (WHMIS), which was passed by the federal government in 1987, came into force at the end of October. The new national program is designed to protect

workers who handle toxic substances and requires a label, data sheet, and worker education program for all hazardous materials, regardless of the type and size of the workplace to which the materials are sold. The U.S. Government voiced concern to the Canadian Government that the new toxic products law would impose added costs on doing business in Canada and could force U.S. manufacturers to reveal trade secrets to competitors. However, the dispute was satisfactorily resolved prior to the implementation date.

VII. INTERNATIONAL LABOR RELATIONS

As host of the Economic Summit, on May 31, 1988, Prime Minister Mulroney met with trade union representatives of the Economic Summit countries for a discussion of the issues to be dealt with by the heads of government at the Toronto summit in June. The union representatives presented a paper developed in the Trade Union Advisory Council (TUAC) and urged the Prime Minister to use his role as host to encourage the summit countries to adopt policies that encourage higher employment levels. The unionists also asked that Mulroney press for tougher sanctions against South Africa. Included among the visitors were trade union representatives from France, Japan, Great Britain, the Federal Republic of Germany (FRG), and Canada and several international labor organizations. The AFL-CIO was not present.

During the first 2 weeks of April 1988 a group of Soviet trade unionists toured Canada under the auspices of the Canada-U.S.S.R. Friendship Society. This visit was followed in October 1988 by the visit of Vladimir Nikitin, Director of the North American Section of the All-Union Central Council of Trade's (AACCTU) International Department. The Soviet called on CLC President Shirley Carr on October 24 and also visited CUPW President Jean-Claude Parrot, provincial ministries of labor, and CLC-affiliated provincial and local unions. Nikitin's tour was arranged by the Canada-U.S.S.R. Association, Inc.

In November 1988 officers of the CLC received representatives of the Salvadoran UNTS (National Unity of Salvadoran Workers). Their visit to Canada was under the auspices of the Latin American Working Group, not the CLC. The UNTS also visited the November convention of the Ontario Federation of Labour.

The CLC maintained its traditional activities in international affairs during the reporting period. In its report to the May 1988 convention, the Executive Council detailed international policy planks such as:

-- urging mandatory sanctions against South Africa;
-- support of the South African COSATU and SACTU;
-- opposition to U.S. policies in Central America;
-- support for the El Salvadoran nongovernmental Human Rights Commission; and
-- support for Paraguayan and Chilean trade unions.

The International Activities Fund of the CLC was used to support a variety of causes, such as donations to COSATU, the Human Rights Commission of El Salvador, and support of Solidarnosc. The CLC's Overseas Program, using a 2 and 1/2 year grant from the Canadian International Development Agency (CIDA), assisted in trade union education and small-scale cooperative development abroad and worked in collaboration with the International Confederation of Free Trade Unions (ICFTU) programs. The CLC also has a yearly CIDA grant which permits trade union education in Canada for foreign unionists.

During the reporting period the CLC maintained its traditional active participation in the ICFTU, The Commonwealth Trade Union Council (CTUC), and the Trade Union Advisory Council (TUAC).

In February 1988 the Director of the CLC's International Affairs Department attended the conference on Central American peace in San Salvador jointly sponsored by the ICFTU and Socialist International. In April 1988 the CLC sent a delegation to Israel and the occupied territories to examine the status of trade union rights. The report of the visit has not yet been issued.

VIII. TRENDS AND PROSPECTS

The entering into force of the Free Trade Agreement (FTA) on January 1, 1989, complicates the forecasting of trends and prospects. In the debates before the FTA's enactment, the Progressive Conservative Government strongly supported the FTA and predicted a global increase in employment, wages, and prosperity. The two opposition parties and the Canadian Labour Congress insisted that the FTA's results would be reduced employment and wages and erosion of Canada's social programs. The actual consequences, of course, will not be known for some years.

Clear at this time is that the country's largest labor organization, the Canadian Labour Congress (CLC), and its associated political party, the NDP, will continue their opposition to much of the government's agenda and will strongly object to the implementation of those elements of the FTA which

they say damage workers' interests. The CLC and NDP will continue to oppose privatization, contracting out, deregulation, and changes in the nation's unemployment insurance practices. However, now that the FTA battle is lost, the CLC will change its previous stone-walling tactics. Labor will now attempt to advance its interests by participating in associations and fora treating economic issues and will no longer boycott contact with the government.

Trends identified in past years' reports have continued and will continue in one degree or another. Unions still hope to index private sector pensions, and emphasis is still being given to improving health and safety practices at the workplace. Pay equity (equal pay for equal work) remains a priority of some public sector unions, but the idea is making little headway there or in the private sector.

The movement from international to national unions is not particularly dramatic, but this trend appears to be long-lasting. In 1988, two more unions went from international to national status, and there appears to be little in the wind that would reverse this trend. The FTA debate had a highly nationalistic focus, and there are many Canadian unionists who believe that U.S.-headquartered internationals give little service and less importance to their Canadian brothers.

Last year's report noted that collective agreements tended to provide wage increases at less than the rate of inflation. The year 1988 saw increases for larger bargaining units slightly above inflation. Though union leaders have publicly said that new agreements will allow for real wage increases, economists' projections call for wage increases closely paralleling the inflation rate. We also expect that with trade unions being faced with at least another 4 years of what they regard as an anti-union government whose deregulation/ privatization agenda threatens organized labor, the rate of strikes will remain low compared to previous years. Recent strikes have not resulted in significant gains, and many unionists are reluctant to risk strikes in what they regard as a generally unfriendly national labor relations environment.

IX. REGIONAL REPORTS

British Columbia

Labor Market Developments

B.C.'s unemployment rate has dropped for the second year in a row, to 10.3 percent as of December 1988. This is down 1.7 percent from December 1987 and 4.4 percent from the post-recession high of 14.7 percent in 1984. This favorable trend has continued in the first quarter of 1989. As another sign of improving labor market conditions, the Help Wanted Index (HWI), a measurement of jobs advertised as being available, has reached levels that last occurred in the early 1970's. Regionally, unemployment has continued to plague the nonurban areas of the province, with most job vacancies arising in the urbanized southwest of British Columbia. Despite this brightening picture, B.C.'s unemployment rate remains nearly three percentage points higher than the national average.

In an intensive year of collective bargaining, wage increases averaged 4.3 percent for all unionized sectors, compared with 2.1 percent in 1987. Most of the province's major industries concluded labor agreements this year, with these settlements being typically multi-year and front-end loaded (wage and benefit increases higher in the first year of the agreement).

Labor-Management Relations - Changes in Labor Laws - Provincial Government Attitudes

Despite the fact that 1988 was expected to be marred by labor-management and labor-government confrontation, British Columbia in fact experienced a relatively peaceful year on the labor front. Work days lost due to strikes were the lowest since 1980 for a major collective bargaining year. However, labor, management, and government sharply disagree on the reason for this harmony. The provincial government of Premier Bill Vander Zalm credits the relative labor peace to "Bill 19," the controversial new labor law introduced in 1987 which established the Industrial Relations Commission (IRC). The labor unions sharply dispute this claim, arguing that problems were avoided precisely because they and management settled their differences outside the scope of Bill 19 and the IRC (which they continue to selectively boycott). The various employer groups have remained publicly neutral on the issue but appear to be cooperating with labor in agreeing to negotiate

without IRC involvement. One highly respected labor relations advisor, a former Deputy Minister of Labor who resigned over the secretive manner in which the Government brought in Bill 19, suggests that it is in fact the healthy state of the economy which has been the principal reason for 1988's peaceful labor scene.

The fledgling Industrial Relations Commission has had a rough year. As expected, the majority of B.C. Federation of Labor (BCFL) affiliated unions have boycotted IRC hearings except for those affecting certifications and unfair labor practices. Early in the year a number of IRC decisions were referred by various unions to the courts for judicial review. The majority of their decisions were upheld by the courts.

The Canadian Union of Public Employees (CUPE), through the Canadian Labour Congress (CLC), submitted a complaint to the International Labor Organization (ILO) in Geneva claiming the new labor law infringed the Freedom of Association Convention, 1948 (No. 87). The complaint was upheld in part by the ILO, which requested changes in the sections dealing with compulsory arbitration. The ILO report expressed concern that the legislation would unduly interfere in labor negotiations between unions and employers. The B.C. Minister of Labor, Mr. Lyle Hanson, stated the ILO's interpretation of sections of Bill 19 was not correct, but promised the government would review the findings.

Another aspect of the changes in B.C. labor law was Bill 20, which changed the face of the education sector's labor/management relations. As a result of the changes, teachers were given the option of participating in local associations or unions or in the B.C. Teachers Federation (BCTF). Much of the labor news of 1988 was taken up with certification drives by the BCTF and subsequent negotiations for first collective agreements. The main stumbling block in most negotiations was a union shop clause sought by the BCTF in each school district in the province. One private high school was shut down by its board, which felt they could not deal with the local teachers association as a union.

The "Varrin" case regarding employee rights during and after the sale of an operation (reported in last year's Labor Trends) was appealed to the B.C. Court of Appeals. The judge's decision that the employee enjoyed the right to select either layoff provisions or to go with the new enterprise was upheld and has quietly sunk into case law.

Tentative steps toward reconciliation following the collapse of the tripartite Pacific Institute for Labor Relations (PILR) have been taking place during the last year. PILR collapsed after the BCFL withdrew in protest over the introduction of Bill 19 by the B.C. Government. The careful, low key meetings are making good progress towards, if not a revival, a return to pre-Bill 19 tripartite cooperation on economic concerns affecting the province.

Major Strikes

The number of work days lost to strikes was down again, to 467,000 from 567,000 in 1987. Significantly, the total is the smallest number of lost work days in a major bargaining year since before 1980. Fifty percent of the days lost was a result of an 8-day work stoppage by the 29,000 member B.C. Government Employees Union.

Changes in Union Leadership

There were no significant changes in leadership within organized labor.

Prairie Provinces and Northwest Territories

The Prairies saw only a few high-interest work stoppages in 1988, but labor-related political issues were of some interest. Most notably, the U.S./Canada Free Trade Agreement became a significant issue--with organized labor generally opposed to FTA implementation--and in Alberta the implementation of a new provincial labor code brought vocal complaints from labor. In general, the Prairies provided a fairly good job market, with Alberta, Manitoba, and Saskatchewan enjoying Canada's 2nd, 3rd, and 4th lowest unemployment rates, respectively.

Alberta

In Alberta the economy continued its recovery, bringing the unadjusted unemployment rate down from 8.1 percent in December 1987 to 7.5 percent a year later. The December 1988 seasonally adjusted (S/A) unemployment rate was 8.0 percent, but by February 1989, continued expansion had reduced Alberta's S/A unemployment rate to 7.4 percent, second only to Ontario. A drop in 1988 S/A unemployment from 112,000 workers to 104,000 workers, at a time when the labor force increased by 13,000 to 1.3 million, provided further evidence of the improving job market. The labor force participation rate, at 71.2 percent, remained well above the national rate of 65.8 percent and Ontario's rate of 68.7 percent.

The major labor-related development in Alberta in 1988 was the signing into law of the new provincial Labor Relations Code and Employment Standards Code. The new laws were the product of nearly 2 years of provincial study and hearings following a 1986 trip by provincial officials to study Labor Codes in other jurisdictions. After lengthy debate in the legislature and vocal opposition from most labor organizations, the Code was passed by the legislature and proclaimed law effective November 1, 1988. Most significantly, the Code provides for mandatory cooling off periods and bargaining sessions between management and labor before any lockout or strike can begin. Union opposition centered around certain provisions allowing the hiring of replacement workers after lockouts and the banning of secondary picketing. Opposition voices also noted that although the government could mandate cooling off periods and negotiating sessions, there was no way to ensure that such bargaining was done in good faith. Nevertheless, provincial labor officials were hopeful that the new Code would help reduce the number of strikes and especially lockouts--which have been responsible for some of the most disruptive work stoppages in recent years.

Workdays lost to strikes and lockouts returned to their pre-1987 levels, rising from the unusually low figure of 35,233 in 1987 to 248,052 in 1988. Nearly 150,000 of those days were lost to the Alberta nurses' strike in early 1988, already discussed fully in last year's Labor Trends Report. Another 30,000 were the result of a lockout/strike at Fletcher's Meatpacking in Red Deer, Alberta. The Fletcher's strike began in August 1988 when the company locked out its employees during contract negotiations. Employees then proclaimed a strike action, and the plant remained closed. Fletcher's made no attempt to hire replacement workers, and thus avoided the potential for violence similar to the 1986 Gainers' meatpacking plant lockout/strike. In the meantime, farmers in the area were forced to ship hogs at their own expense to British Columbia for slaughtering. A tentative agreement was rejected by workers in December 1988, but a settlement was finally agreed upon in early March 1989 after provincial mediation.

Half of the remaining lost days were due to long-running strikes dating back as much as 3 years at two woodworking companies. Both companies have managed to keep operating with replacement workers, and neither strike has received significant publicity. Negotiations have been moribund for some time, though there has been recent interest in returning to the bargaining table.

There was no 1988 repeat of earlier construction industry disruptions, though construction workers continued to express discontent with industry bargaining practices and applicable Alberta law. Alberta construction workers have for years resented the decrease in provincial construction wages in the early 1980's after employers used spin-off companies to bid as nonunion firms and engaged in a series of lockouts designed to break negotiated contracts with construction unions. The lockouts as a means of breaking such contracts were later upheld in court. Construction union membership declined sharply, and those members who remained often had no choice but to take nonunion jobs. The Alberta Labor Ministry made a strong effort to persuade contractors and unions to reach an agreement covering the whole Alberta construction industry. No agreement could be reached, however, and eventually the new Alberta Labor Code, which was written to include the construction industry, imposed new regulations on the industry. The new regulations do not prevent spin-off companies, but they make such a practice somewhat more difficult.

In coming months comparatively few job contracts are coming up for renewal, and thus we do not expect significant job actions. Labor also seems likely to be less of a political issue in 1989, with the issue of the Labor Code largely resolved and the provincial Conservative government having been reelected in March 1989.

Saskatchewan

Work days lost to work stoppages rose to 66,595 in 1988, more than twice the 1987 level, due to two strikes--a 6-day strike by Saskatchewan nurses and a year-long strike at four Canada Safeway stores which was settled only in February 1989. Also noteworthy was a 1-month strike by 990 University of Saskatchewan faculty members. The nurses' strike was settled after a mediator was appointed by the province, and the University strike action was suspended by mandatory back-to-work legislation in early April, which provided for a cooling-off period and mandatory negotiations.

In addition to the two strikes, workers for the provincial telephone company, SaskTel, voted in March 1988 to turn down their employer's latest contract offer. The workers simultaneously voted against a strike, however, and continued to work without a contract until late 1988 when a settlement was finally reached without further work stoppages.

Saskatchewan's labor force was slightly smaller at the end of 1988 than a year earlier, with the S/A labor force declining from 498,000 to 495,000. Meanwhile, the unemployment rate increased from a December 1987 unadjusted rate of 7.4 percent to 7.9 percent a year later. The S/A rate in December 1988 was 7.7 percent. Unemployment increased by an additional 0.2 percentage points in the first 2 months of 1989, reaching an S/A rate of 7.9 percent at the end of February. Despite the increase, however, Saskatchewan's February unemployment rate was still the fourth best in Canada, trailing only Ontario and its two sister Prairie provinces. Despite completion of the Regina heavy oil upgrader and the departure from the province of many of the skilled technical workers involved in the project, Regina's unemployment rate remains below the provincial rate, primarily due to Regina's status as a government city. Unemployment in the second largest city of Saskatoon continues to be significantly higher than in the rest of the province, however. Provincial officials hope that with expected construction of a heavy oil upgrader in Lloydminster, Saskatchewan will help ease unemployment in northwestern Saskatchewan; but they note that this project probably also will draw many out-of-province workers and thus may only marginally affect local unemployment.

The outlook for Saskatchewan labor in 1989 is mixed. Politically, the provincial government will be looking toward a likely 1990 provincial election and seems unlikely to introduce new or highly controversial legislation that would engender strong labor opposition. There are two potentially significant sets of contract negotiations in coming months, however, that could result in job actions. Health care workers (not including doctors and nurses) are entering negotiations with management, and if an agreement is not reached, a strike--with attendant high publicity--is possible. Additionally, the University of Saskatchewan dispute was only suspended last year, not settled, and renewed job actions could well occur if negotiations are unsuccessful.

Manitoba

The Manitoba unemployment rate increased only slightly in the past year, rising from an unadjusted rate of 7.4 percent in December 1987 to 7.5 percent in December 1988. By February 1989 unemployment had crept up to 7.6 percent, still the third lowest in Canada after Ontario and Alberta. Overall employment increased by 13,000 jobs in 1988, while Manitoba's labor force reversed a 1987 decline by growing from 530,000 to 545,000. Part of the growth in Manitoba's labor force may have been due to the reentry of some of the 7,000 individuals who had

dropped out of the work force in 1987. Most forecasters anticipate that in 1989 Manitoba's economic growth will be slightly higher than overall Canadian economic growth, and predict that an additional 7,000 jobs will be created. Forecasters are hopeful that the growth will contribute to a slight decline in Manitoba's unemployment rate in 1989 and 1990.

Manitoba wage settlements averaged 3.6 percent in 1988, an increase from 1987's 3.3 percent, but still somewhat below the Canadian average of 4.3 percent and below Winnipeg's consumer price index (CPI) increase of 4.9 percent. There were no strikes of note--Manitoba managed narrowly to avoid a nurses' strike--and the number of days lost to work stoppages decreased to 54,178 in 1988, most of which were due to two mining disputes. There were no work stoppages in progress at the end of the year, and in the first 3 months of 1989 only 18 work days had been lost to labor disputes. No major strikes or other labor problems are anticipated at this time, although collective agreements involving a number of textile workers are coming up for renewal in 1989. With the textile industry concerned about the impact of the Free Trade Agreement, some think that the unions involved will attempt to gain additional job security guarantees.

Some labor-related political issues may evolve in Manitoba in 1989. Labor expressed serious concern when Manitoba's Progressive Conservative government took office in April 1988, fearing that the Tories might roll back gains made under the previous New Democratic government. Although no significant changes have been made to date, Tory government plans to introduce a bill to repeal Manitoba's unique final offer selection (FOS) system seem likely to precipitate strong labor and NDP opposition in coming months. The FOS system, introduced in 1987, provides that if a negotiated agreement cannot be reached, labor can request a "selector." The selector must then choose between the final positions of the two sides. According to proponents, FOS reduces strikes and forces both sides to formulate realistic positions. Business groups, however, oppose the system as giving an unfair advantage to labor. The system had been passed over Tory and Liberal objections, and both parties have said they will vote for repeal. Liberal leader Sharon Carstairs reportedly is less opposed to FOS than she once was, however, so Filmon's minority government may have to accept compromise modifications of the system rather than complete repeal.

The other issue of labor concern is pay equity. Under the NDP, Manitoba had implemented a pay equity system among government employees, and more recently had announced plans to

expand the system to the private sector. The Filmon government reportedly is studying the issue and has given no indication whether it will go ahead with expansion plans or move to cut back pay equity.

Northwest Territories

Information on the labor situation in the Northwest Territories (NWT) is incomplete, but payroll surveys by Statistics Canada showed that overall employment increased by 8 percent from 18,185 in December 1987, to 19,657 a year later. A significant portion of the apparently impressive increase, however, may simply be attributable to more careful data collection. In any case, the NWT continues to suffer a comparatively high unemployment rate believed to be about 15 percent. The transient nature of the labor force in the NWT also is significant as many nonnatives, who lose their jobs when cutbacks have to be made, simply return south in an effort to find work. Unemployment and underemployment among the native population is especially severe, ranging up to 60 percent and higher in some areas; and of course most of the native population does not have the option of moving south. Native unemployment and underemployment thus must continue to be a strong concern of the NWT government. In any case, the NWT job market will continue to be highly vulnerable to economic fluctuations.

There were no significant strikes in the NWT in 1988, though the Territorial government barely averted a health care crisis in remote regions in April 1988 by reaching a last-minute agreement with nurses. The dispute began with the Federal transfer of health care responsibility to the Territories. Many nurses objected to NWT wage offers and opposed Territorial requirements that they be represented by the Union of Northern Workers (UNW), which represents all NWT civil servants, rather than by their own union. A court case to determine whether the NWT requirement violated Charter of Rights and Freedoms guarantees of freedom of association reportedly ended with a decision that the nurses had a right to their own union but the Territorial government was not required to negotiate with it. There is no word on whether an appeal will be launched. Most unionized employees in the Territories are white collar workers, with the UNW and the Northwest Territories Teachers Association being the two largest unions. The UNW currently is negotiating with the Territorial government over wages and working conditions, but government workers are prohibited from striking and no job actions are expected at this time. The third largest union is the Steelworkers Union, whose local membership is primarily

involved in mining. At present, with many miners out of work due to mine closures or layoffs, there seems little likelihood of mining strikes.

A Territorial economic and employment survey, expected by May 1989, should provide a useful update on the labor situation in the NWT.

Ontario

Overview

The year 1988 was one of much continuity for labor in Ontario. Unemployment remained low, with shortages of skilled labor in some sectors, and wage settlements somewhat outpaced inflation. The labor movement in the province remained in a strong position, although some professed to see initial signs of declining union membership. Labor in Ontario continued and expanded initiatives in the area of worker training, and continued calls for pension reform. Strong opposition by unions to the U.S.- Canada Free Trade Agreement (FTA) has now shifted to efforts to assure that economic restructuring, as a result of the agreement, harms neither workers nor their unions.

On the legislative front, the most noteworthy news was that Ontario's Pay Equity Act, mandating equal pay for work of equal value, took effect early in the year. Establishment of job classification systems to compare wages was a concern in 1988 and will grow in importance through 1989 as the deadline for finishing salary adjustment studies draws nearer.

Labor Market Developments

Ontario, Canada's wealthiest and most economically diversified province ended its sixth consecutive year of growth in 1988. Both 1987 and 1988 were good years for the province, with real growth averaging 4.5 percent, and unemployment around 5.0 percent. The early outlook for 1989 calls for a gradual slowdown to a more manageable growth level in the 2.5 percent to 3.0 percent range, with unemployment remaining at about current levels.

Inflation remained in check in Ontario during 1988. Province-wide measures showed inflation averaging about 4.7 percent, somewhat higher than the rate for the rest of Canada. Projections for 1989 forecast increases in inflation on the order of 5.1 percent.

Within the province, economic growth and employment were particularly strong in the most heavily industrialized area, the south. Unemployment in this part of Ontario, which includes a number of major urban centers--Toronto, Oshawa, London, Hamilton, Windsor--is below 4.0 percent. Economists suggest that metro Toronto, in particular, is now at or slightly above full employment.

The labor market, particularly in southern Ontario and the Toronto area, continued to show shortages of skilled labor in some important sectors. Lack of nurses and construction workers such as bricklayers, for example, became prominent issues as housing shortages and delays in hospital care made headlines.

Ontario's continuing economic good fortune has meant a steady flow of new workers into the province. In 1988, net international migration including refugee claimants to Ontario was estimated by the provincial government to be between 70,000 and 75,000. Net migration from other provinces to Ontario was around 22,000. Over half of these new Ontarians join the labor force on arrival in the province, and the vast majority of them settle in the southern part of the province, especially in metro Toronto, where jobs are plentiful.

This large influx, however, has put pressure on both provincial services and the housing market, driving up prices as new construction fails to keep pace with population growth. It also poses a challenge to labor in Ontario which needs now to come to grips with the changing demographics of the province. There appears to be no great attraction to unions among Asian immigrants moving to Ontario, although labor seems to have done relatively well at recruiting and meeting the needs of new members from Latin America and the Caribbean who perhaps have stronger traditions of union membership.

Key Issues

The year 1988 was in some ways quiet for labor in Ontario. Although the collective bargaining schedule was a heavy one, there were few strikes of significance. Wage settlements in the province averaged increases of 5.2 percent, leading the rest of Canada as has been the case for the past 4 years.

One area where trouble was expected in 1988 was construction. Skilled labor shortages were known to be serious in this sector, which saw 25 province-wide agreements expire during the course of the year. Nevertheless, problems did not

materialize, perhaps because they were anticipated far enough in advance. Twenty of the trades involved settled without dispute, and strikes that did occur were brief. Wage settlements in construction showed average increases on the order of 6.2 percent, ahead of both inflation and other provincial wage settlements.

While wage increases remained an important goal, much of organized labor's attention and energy in 1988 were concentrated on other issues. One area of concern to labor in the province is what some see as the initial signs of waning union membership, similar to what has happened to labor in the United States and Britain over the last decade. But the Ontario Federation of Labour (OFL) in particular argues that membership loss is not inevitable and has proposed a number of strategies to retain labor's share of the work force. Nevertheless, others suggest that labor in Ontario, Canada's most industrialized and unionized province, has yet to come to grips with the changing industrial mix and the changing demographics of the province. As relatively more jobs are created in the less-unionized service sector as opposed to manufacturing and the public sector, unions in Ontario will require creative thinking to maintain membership levels.

Another issue of signal importance to labor in Ontario was the debate over adoption of the Free Trade Agreement (FTA) with the United States. Labor opposed the agreement from the start, and the OFL took a particularly strong stand against the FTA. The OFL argued that the agreement would lead to plant closures, layoffs, and bankruptcies as Canadian businesses were forced to rationalize production in order to compete with larger U.S. rivals as trade barriers fell. Yet for all of labor's work against the agreement, the Liberal Party was seen as the principal opponent of the agreement rather than labor's close affiliate the New Democratic Party, and gained the most political benefit from opposition.

The reelection of the Progressive Conservative Party in the November Canadian federal election meant that the FTA became a reality. Since November, the labor movement, particularly in Ontario, has involved itself heavily in monitoring and calling for action to ameliorate the potentially harmful industrial restructuring which it sees as inevitable under the agreement.

The OFL believes that Ontario will bear the brunt of the economic adjustment it projects will be required by the FTA, and has proposed a number of strategies to ease the transition to free trade. The Federation's goal is to assure that workers

do not, as OFL President Gord Wilson put it, "pay the cost of [the FTA] adjustment process." Labor has set out an extensive agenda of programs through which it argues the provincial government can ease adjustment. Among the key elements of the proposal are retraining programs, and a special safety net for older and less-skilled workers most likely to be displaced during the adjustment period. The provincial government's initial response has been tempered by a number of factors, including budgetary constraints and the belief that adjustment assistance is a federal, rather than a provincial, responsibility.

Besides opposition to the FTA, labor in Ontario continued to focus efforts on worker education and pension reform, partly as a way to increase the perceived benefits of union membership to the rank and file. With the OFL and the Canadian Auto Workers (CAW) leading the way, a number of initiatives were undertaken to increase educational opportunities for union members, including the OFL's Basic Education for Skills Training program, and the opening of a CAW education center. Pension reform also continues to be an important goal, with labor calling upon the provincial government to meet campaign promises to provide full pension indexing and to put an end to employer "raids" on pension fund surpluses.

On the legislative front, Ontario's pay equity legislation took effect January 31, 1988. The act applies to the public sector and to private sector employers with 10 or more employees, and mandates equal pay for jobs of comparable worth. The legislation mandates that unionized employers bargain with union representatives to reach agreement on both job evaluation systems and the resulting pay plan. This bargaining got underway in 1988. Wage adjustments for the public sector will go into effect on January 1, 1990, with private sector adjustments phased in according to size of the employer over a 4-year period beginning in 1991.

Among other legislation pending before the provincial assembly, which is of importance to labor, is a bill which would among other things change practices for scheduling overtime. While labor argues that the bill is important to protect workers from excessive forced overtime and overly-long workweeks, business opposes it on the grounds that it restricts its ability to meet delivery requirements of customers tied into just-in-time manufacturing.

Finally, an odd-sounding but contentious labor issue in the Ontario legislative assembly continued through much of 1988 when that body considered two bills to allow localities the

option of permitting or prohibiting Sunday shopping. The debate on Sunday shopping ran for some 9 months, producing acrimony which seemed at times far out of proportion to the issue. The legislation finally passed over labor's objections.

Labor's longstanding political alliance with the New Democratic Party (NDP) remains, on the surface, strong in Ontario. However, the performance of the party in November's federal elections left many in labor frustrated by what they perceived to be an electoral strategy which neglected labor's ideas. CAW president Bob White's scathing post-election critique of NDP strategy leaked to the press, feeding long-standing speculation that White himself might seek the leadership of the federal party. Should that happen--and White is one of a number of strong early contenders for Ed Broadbent's job--there may be repercussions for Ontario's NDP, since one of the targets of White's criticism was a senior adviser to provincial NDP leader Bob Rae.

Looking Ahead

The year 1989 will be interesting for labor in Ontario. A number of historically difficult contract negotiations loom, including the Toronto Transit Commission (8,000 workers), provincial teachers (64,000), and employees of McDonnell Douglas (3,400). Already some union leaders have voiced demands for double-digit wage increases to combat the effects of rising housing and other costs in metro Toronto. Higher wage settlements province-wide seem inevitable. Unions in Ontario will also continue in 1989 to concentrate on traditional job security issues--severance pay, pensions, and retraining--in both their traditional guise and under a new name, "FTA adjustment assistance."

The coming year has more than enough potential to be a difficult one for labor in Ontario. However, for many who follow provincial labor issues, the fond hope is that another year of solid economic growth will bring Ontario another year of relative calm on the labor front.

Quebec

Employment and the Economy

Quebec's economy continued on a healthy growth path in 1988, at a rate of five percent (identical to 1987), despite expectations that a slowdown would set in after 5 boom years. Quebec's economic growth continued to outpace the Canadian

national average in 1988, but is expected to share in the overall slowdown now projected for 1989 with growth at the Canadian average rate of about 2 percent.

Despite this slower growth rate and a notable drop in job creation--from 75,000 to 50,000 a year--Quebec will be able to lower its unemployment rate closer to the national average. The Quebec boom of recent years has brought the unemployment rate down from over 11 percent to a still unsatisfactory 9.5 percent, which is slightly above the Canadian average. However, only a slight increase in unemployment is expected in 1989--up to 9.6 percent, even with slower growth; and the longer-term outlook is for a gradual decline in unemployment.

The explanation for this lies in the emphasis on productivity and wage cost control which will mark the debut of the Free Trade Agreement (FTA) era, demographics, and the encouraging strength of several key economic sectors which will generate significant new investment in the coming years. These include such industries as aluminum, transportation and aerospace, pharmaceuticals, pulp and paper, nonresidential construction, and hydro-electricity. Although Quebec was a major supporter of the FTA and its export-oriented industries stand to benefit strongly from it, certain traditional sectors, such as textiles and apparel and some manufacturing, will be adversely affected or will need to modernize. As a result, certain areas in Quebec will experience at least temporary increases in unemployment, and retraining programs will receive greater attention. For instance, the designation of Montreal as the site of the Canadian space agency should be a stimulus to high-tech research and development industries, but anticipated reductions in rail services will cause job losses in Montreal.

Strikes, Lockouts, and Settlements

(Note: Unless otherwise indicated, Quebec labor statistics are for the August 1 to July 31 period.)

The number of total work stoppages in Quebec has been in steady decline in the last few years. Strikes did increase somewhat from 1986-1988, but nonetheless remained below the level recorded for 1984-86. Lockouts represented only 16.6 percent of work stoppages in 1987-1988 (compared to 25.9 percent the year before), whereas strikes rose to 82.8 percent versus 68.2 percent in 1986-1987. On a sectoral basis, work stoppages were particularly high in manufacturing, public works, commerce and finance, and insurance and real estate. They were lowest in transportation, communications and other public services, and municipal government services. Although

there were fewer work stoppages, the average length of a strike grew longer; for instance, in commerce it has grown in the last 4 years from 11 to 49 days. Nevertheless, 44.8 percent of work stoppages are less than 30 days (and these involved 48.5 percent of affected workers).

After a surge of labor disputes in 1986, especially in the labor-intensive construction industry, Quebec has enjoyed 2 successive years of relative calm by all statistical measures. Calendar year figures show a sharp turn in 1987 toward a more typical level of worker-days lost, which indicators suggest has been sustained in 1988. The number of worker-days lost in 1983, 1984, and 1985 hovered around the one million mark, soared to 1.9 million in 1986, and settled back at 1.3 million in 1987. There were not many highly-publicized strikes in 1988. The most dramatic were essentially national, rather than local, in character but nonetheless had major impact in Quebec. The Bell Canada strike involved 8,000 workers in Quebec and lasted 4 months; a Canada Post strike affected over 1,100 workers for 2-3 weeks. Local disputes included a long-running "Voyageur" intercity bus company strike, that of South Shore of Montreal transport workers, and a short dispute at the Quebec Liquor Board before the Christmas holidays. Potential labor disputes center on Hydro-Quebec, where labor contract negotiations have been dragging on for some time; teachers and nurses have been clamoring for better wages; and manufacturing industries have been fearing layoffs from the impact of the FTA or other foreign competition.

Labor Federations

The gap between the level of union membership in Quebec's public and private sectors is noteworthy, the former being between 63.2 and 80.2 percent (depending on how one defines the many quasi-public enterprises in Quebec) and the latter only 31.8 percent. By function, union membership is at about 50 percent in the primary sector, e.g., in mining and forestry. It is at 46.5 percent in manufacturing, but with particular strength in paper, tobacco, metal-working and mineral products, food/beverages, and transportation equipment and electrical products. (In actual numbers the three major manufacturing areas of unionized employment are food/beverages (56.4 percent membership); apparel (30.7 percent); and paper (73.8 percent.) In construction, the rate rises to 79.8 percent. In services, union membership is at 40.3 percent, with special strength in public administration (68.1 percent); medical and social services (83 percent); teaching (70.6 percent); communications (68.4 percent); and utilities (63.7 percent); but there is a marked weakness in wholesale and

retail trade (9.8 and 15.7 percent); finance/insurance/real estate (7.8 percent); leisure (9.9 percent); and hotels/restaurants (12.8 percent).

In the period between 1985 and 1987 union membership fell 3.3 percent, but in 1988 this trend was reversed and overall union membership in Quebec rose to 41.0 percent versus 40.7 percent in 1987. In the private sector, union membership remained at 31 percent in 1988, thereby interrupting a 3-year downward trend. In 1988 there was no major change in the shares of overall membership of the major unions, each maintaining its 1987 proportion. Thus, the Quebec Federation of Labor, leading in the private (industrial and services) sector, has the largest number of labor contracts (42.5 percent) and one-third of total union membership; independent unions, which are strong in the public sector, and the Confederation of National Trade Unions, active in more traditional industrial areas (steel, shipbuilding), each have about a quarter of union membership; and the Quebec Teachers Union about 9 percent.

The major focal point for Quebec unions in 1988 was the debate on the Free Trade Agreement (FTA) between Canada and the United States. The unions, joined by the Quebec farmers group, formed an anti-FTA coalition and sought to persuade political leaders and the broader public about its alleged potential threat to the interests of workers. Their efforts were unsuccessful in that Quebec led Canada in the degree of support for the FTA. The Canadian federal election which was held late in 1988 became virtually a referendum on the FTA and, again, Quebec voters played a significant role in reelecting the Conservative Government which initiated and supported the Free Trade Agreement with the United States. Union attention has now focused on arguing the need for special adjustment mechanisms and training programs for workers laid off by employers adversely affected by the FTA. Although numerous surveys project that far more jobs will be created in Quebec than lost because of the FTA, the sequence and location of job gains and losses are harder to predict. The implementation and impact of the FTA promises to be one of the major union themes in 1989.

Relations Between the Provincial Government and Labor

The Quebec Government was perhaps the most vocal provincial voice in favor of the Free Trade Agreement (FTA) which, as noted, was opposed by organized labor. In addition, the incumbent government has made economic growth and development one of its main priorities and points to its sustained record of achievements. Provincial elections will be

held sometime in 1989, and the Quebec Government will be judged by labor against how well the economy is operating and whether the FTA has caused any painful dislocations by plant closings or layoffs. How the Government responds to labor claims for assistance should their economic circumstances be perceived as threatened or harmed will be a litmus test for the unions.

During 1988, the Premier of Quebec intervened in a financial crisis which threatened to close down a number of supermarkets operated by the Steinberg chain, one of the largest employers in Quebec. He sought to keep to a minimum the closings and job losses and named an observer to what became intense labor-management negotiations. The majority of Steinberg employees agreed to a 5-to-6 year moratorium on labor claims and thereby guaranteed industrial peace and saved many jobs.

In another Government action, a report on operating hours for retail stores, which raised the issue of Sunday shopping, provoked a serious debate among store owners and unions as well as others. Given the controversy it stirred up, the Government has postponed any decision on the question.

In negotiations with public sector employees, the Government offered unions a 1-year extension of their labor contract from its expiration date of December 31, 1988. On behalf of its 45,000 public sector members, the Quebec Federation of Labor accepted the offer, as did the 10,500 professionals in government service. However, members of the Quebec Teachers Union, the union of civil servants, the nurses union, and the Confederation of National Trade Unions refused the offer. Having passed a relatively calm 1988 with its own employees, the Government will open what promise to be difficult negotiations with the latter groups in 1989.

In other events, a committee has been formed to review means to provide income protection to construction workers in light of the cyclical nature of that industry. That might help avert a pre-summer construction industry strike in Quebec. Given the short full-speed ahead building season in this climate, there is a perennial anxiety about such a possibility. Although residential housing construction has slowed, office and other nonresidential construction is still thriving.

Atlantic Canada

The economy in Canada's four Atlantic Provinces (New Brunswick, Newfoundland, Nova Scotia and Prince Edward Island) experienced moderate growth in 1988, mainly due to buoyant

conditions in the region's natural resources sector. As a result, all four provinces experienced a drop in unemployment, although the regional rate still well exceeds the national average. Labor unions, fearing a further widening of this gap as a consequence of the U.S.-Canada Free Trade Agreement, expressed concern about the reelection of the Mulroney government in the November 1988 federal election. Some labor leaders characterized the Progressive Conservative's new mandate to ratify the trade accord as "the worst nightmare." A more moderate response from other labor representatives was to begin mounting another campaign, this one to press for protection of social and economic development programs in the post-FTA environment.

While opposition to the FTA has been a major component in organized labor's relationship with the Mulroney government, the issue of strike replacement workers and equity pay legislation were common concerns in the relationship with the four respective provincial governments. The major region-wide issue of the year was again the ongoing campaign by the Fishermen, Food and Allied Workers Union (FFAW), an affiliate of the Canadian Autoworkers Union, to woo fishermen and food processing workers away from the U.S.-based United Food and Commercial Workers Union (UFCW). The high-profile wrangling between the two unions led the Canadian Labour Congress to draft a new policy providing for harsh sanctions against unions involved in membership raiding. The FFAW contends, however, that they are not raiding the ranks of the UFCW, but are responding to the workers' discontent with their representation by the latter union.

New Brunswick

Unemployment in the province of New Brunswick slipped from 13.1 percent in 1987 to 12.0 percent in 1988 as new jobs were created by strong performances in all industrial sectors. Person-days lost to labor unrest, however, rose from last year. A contentious strike involving some 70 workers at the Brunswick Bottling plant was one of several work stoppages that caused a strain in labor's relationship with the new Liberal government of Frank McKenna. The company's hiring of replacement workers sparked the New Brunswick Federation of Labour to increase its pressure on the government to enact legislation making this growing practice illegal. Although the government was unwilling to address this issue, the Legislature did make several amendments to the province's employment standards act to address other labor concerns. Included were changes to group termination procedures, protection of workers in insolvency cases, regulations on authorized unpaid leaves of absence, and guidelines on dealing with technological change in

the workplace. Furthermore, the province also introduced legislation in December to remove the right to strike from municipal policemen in favor of binding arbitration, a move intended to improve government-labor relations at the municipal level.

Newfoundland

Newfoundland saw a healthy increase in job creation in 1988 that exceeded the national pace, resulting in a drop in the province's unemployment rate from 17.9 percent in 1987 to 16.4, still the nation's highest. The province also saw its number of person-days lost to labor unrest decline in the year, with the 5-week strike at a newsprint mill in Corner Brook the only major work stoppage. Although the labor climate has improved in the province over the past 3 to 4 years, irritants remain in labor's relationship with both management and government. Labor's chief complaint centers around its assumption that governments and businesses were stripping unions of their rights in favor of making larger corporate profits. One specific problem was the issue of double-breasting in the province's construction industry (the practice of a unionized company setting up a nonunionized affiliate to bid on contracts). In July the provincial government, the Newfoundland Construction Labor Relations Association, and the Newfoundland Construction Building Trades Council worked out a tentative deal which was to have ended this practice and in addition would have banned strikes and walkouts during the 5-year span of the deal. By year's end, however, the deal was in jeopardy. One group opposing the deal was the nonunionized construction companies which make up some 75 percent of the industry. These companies complained that they were not consulted during the tripartite negotiations and, as a result, they argued they should not be bound to the conditions and wages decided upon by the three parties. The year also saw another labor issue addressed by the provincial government, the controversial Bill C-59 which forbids essential employees of the province's public service sector to go on strike. During the year the province began to study amendments to the legislation which would have some classes of workers removed from the list of essential workers. Another significant government initiative was the conclusion of a deal with the public service sector dealing with pay equity.

Nova Scotia

The province of Nova Scotia experienced the best rate of employment growth in the Atlantic region in 1988. As new jobs were created, the annual unemployment rate fell from an average of 12.3 percent in 1987 to 10.2 percent in 1988. Total

person-days lost to labor unrest in the province were up for the year, with the 45-day strike at the provincially-owned Sydney Steel mill the most contentious work stoppage. Organized labor gave Premier John Buchanan's Conservative government a poor grade on its handling of the strike as well as on a number of other labor issues during the year. The province's umbrella labor group, the Nova Scotia Federation of Labour, made repeated calls for the government to make changes in its workers' compensation and health and safety regulations. As in New Brunswick, the issue of strike replacement workers was a chief concern to unions in this province as well. One initiative undertaken by the government which was welcomed by the province's female workers was the passing of pay equity legislation. The measures will be phased in, first in the public sector, and then in the province's private sector.

Prince Edward Island

Prince Edward Island's labor climate was very stable in 1988 as illustrated by the fact that there were no strikes in the province during the year. Unemployment remained the chief concern in the province since there was only marginal improvement in the unemployment rate - from 13.2 percent in 1987 to 13.0 percent in 1988. Economists were hopeful that the multi-billion dollar proposal to build a fixed-link from the Island to Canada's mainland would result in a more dramatic drop in the number of unemployed in the future. By year's end, however, pressure from environmentalists forced the federal government to again assess this project. The fixed-link also caused a rift between the Island's two labor groups, the PEI Federation of Labour and the PEI Council of Labour. The Labour Federation is against the building of the project because the province's ferry workers are among the Federations's 7,500 members. On the other hand, the Labor Council draws most of its membership from workers in the province's construction industry, the sector that would stand to gain the most from the project. Other labor developments during 1988 included the resignation of Labour Federation president Jim MacDonald. He cited his heavy involvement with the Canadian Autoworkers Union's campaign to sign up food processors on the Island as his reason for leaving the post, a campaign which has required his presence at numerous court and PEI Labour Relations Board hearings. On the government side, Liberal Premier Joe Ghiz and his colleagues passed pay equity legislation into law to give women equality in the workplace.

X. TABLES

TABLE 1

CANADA: POPULATION AND EMPLOYMENT 1982-1988

(ANNUAL AVERAGES - UNADJUSTED)

	POPULATION (000s)	LABOR FORCE (000s)	EMPLOYED PERSONS (000s)	UNEMPLOYED PERSONS (000s)	UNEMPLOYMENT RATE %
1982	24,483	11,926	10,618	1,308	11.0
1983	24,706	12,109	10,675	1,434	11.8
1984	24,896	12,316	10,932	1,384	11.2
1985	25,090	12,532	11,221	1,311	10.5
1986	25,274	12,746	11,531	1,215	9.5
1987	25,501	13,011	11,861	1,150	8.8
1988	25,796	13,275	12,244	1,031	7.8

TABLE 2

CANADA: UNEMPLOYMENT RATE BY PROVINCE (ANNUAL AVERAGES-UNADJUSTED)

	1988	1987	1986
NEWFOUNDLAND	16.4	17.9	19.2
PRINCE EDWARD ISLAND	13.0	13.2	13.4
NOVA SCOTIA	10.2	12.3	13.1
NEW BRUNSWICK	12.0	13.1	14.3
QUEBEC	9.4	10.3	11.0
ONTARIO	5.0	6.1	7.0
MANITOBA	7.8	7.4	7.7
SASKATCHEWAN	7.5	7.4	7.7
ALBERTA	8.0	9.6	9.8
BRITISH COLUMBIA	10.3	11.9	12.5

TABLE 3

CANADA: UNEMPLOYMENT RATE BY SEX 1983-1988 - UNADJUSTED

	FEMALES	MALES
1983	11.6	12.0
1984	11.3	11.2
1985	10.7	10.3
1986	9.8	9.3
1987	9.3	8.5
1988	8.3	7.4

TABLE 4

CANADA: YOUTH UNEMPLOYMENT RATE (ANNUAL AVERAGE - UNADJUSTED)

	15-19	20-24
1983	22.2	18.4
1984	20.0	16.6
1985	18.7	15.1
1986	16.8	14.1
1987	15.1	12.8
1988	13.2	11.2

TABLE 5

AVERAGE HOURLY EARNINGS IN MANUFACTURING BY REGION

	Dec '88	Dec '87	Dec '86
Atlantic	$11.64	$10.72	$10.78
Quebec	12.20	11.62	11.54
Ontario	13.33	12.75	12.37
Prairie Provinces	12.31	11.94	11.70
British Columbia	15.84	15.31	15.31

TABLE 6

AVERAGE WEEKLY EARNINGS IN MAJOR URBAN AREAS

INDUSTRIAL AGGREGATE

	DEC. 1988	DEC. 1987	DEC. 1986
Windsor	$539	$488	$479
Ottawa	507	499	474
Toronto	499	477	445
Calgary	491	483	477
Vancouver	484	457	439
Montreal	462	442	426
Edmonton	443	429	428
Halifax	434	422	407
Winnipeg	421	401	400

TABLE 7

CANADA: UNION MEMBERSHIP 1980-1988

Year	Union Membership (000)	Total Non-Agricultural Paid Workers (000)	Union Membership as Percentage of Civilian Labor Force	Union Membership as Percentage of Non-Agricultural Paid Workers
1980	3,397	9,027	30.5	37.6
1981	3,487	9,330	30.6	37.4
1982	3,617	9,264	31.4	39.0
1983	3,563	8,901	30.6	40.0
1984	3,651	9,220	30.6	39.6
1985	3,666	9,404	30.2	39.0
1986	3,730	9,893	29.7	37.7
1987	3,782	10,066	29.8	37.6
1988	3,841	10,483	29.6	36.6

TABLE 8

CANADA: NATIONAL AND INTERNATIONAL UNIONS

	1988		1987		1980	
	Number	%	Number	%	Number	%
UNIONS						
National	222	26.4	217	29.7	128	17.4
International	65	7.7	67	9.2	80	10.9
Other 1/	553	65.8	446	61.1	526	71.1
TOTAL 2/	840	100.0	730	100.0	734	100.0
MEMBERSHIP (000)						
National	2,425	63.1	2,319	61.3	1,703	50.1
International	1,266	33.0	1,324	35.0	1,571	46.2
Other 1/	150	3.9	138	3.6	123	3.7
TOTAL 2/	3,841	100.0	3,782	100.0	3,397	100.0

1/ Includes directly chartered unions and independent local organizations.

2/ Due to rounding, sums may not always equal totals.

TABLE 9

CANADA: UNIONS WITH 50,000 OR MORE MEMBERS - 1987/1988

		Membership 1987	1988
		(000)	
1.	Canadian Union of Public Employees (CLC)	330.0	342.0
2.	National Union of Provincial Government Employees (CLC)	278.5	292.3
3.	Public Service Alliance of Canada (CLC)	179.9	175.7
4.	United Food and Commercial Workers (AFL-CIO/CLC)	160.0	170.0
5.	United Steelworkers of America (AFL-CIO/CLC)	160.0	160.0
6.	National Automobile, Aerospace and Agricultural Implement Workers Union of Canada (CLC)	143.0	143.0
7.	Social Affairs Federation Inc. (CNTU)	93.0	96.5
8.	International Brotherhood of Teamsters, Chauffeurs, Warehousemen and Helpers of America (Ind.)	91.5	91.5
9.	School Boards Teachers' Commission (CEQ)	75.0	75.0
10.	Service Employees International Union (AFL-CIO/CLC)	70.0	70.0
11.	Canadian Paperworkers Union (CLC)	57.0	69.0
12.	United Brotherhood of Carpenters and Joiners of America (AFL-CIO)	66.0	66.0
13.	International Brotherhood of Electrical Workers (AFL-CIO/CFL)	68.6	64.6
14.	International Association of Machinists and Aerospace Workers (AFL-CIO/CLC)	58.6	58.5

NOTE: Trade Union Center affiliation is in parenthesis.

TABLE 10

CANADA: MAJOR TRADE UNION CENTERS - 1988

	Membership
Canadian Labour Congress (CLC)	2,231,697
Canadian Federation of Labour (CFL)	207,736
Confederation of National Trade Unions (CNTU)	204,637
Quebec Teaching Congress (CEQ)	99,114
Congress of Democratic Unions (CSD)	50,379
Confederation of Canadian Unions (CCU)	31,407

TABLE 11

CANADA: STRIKES AND LOCKOUTS

	1986	1987	1988
Workers involved	483,615	582,659	203,971
% of workforce participating in strikes	3.8	4.5	1.5
Person-days lost	7,106,425	3,980,637	4,976,363
% of working time lost	0.28	0.15	0.22

Note: Figures for 1988 are for period January-October, the latest available from Labour Canada.

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